

Public Hearing:

FACT SHEET

TITLE: Request for ordinance to amend various sections of Chapter 2.76 of the Lincoln Municipal Code

SPONSOR: Personnel

OPPONENTS:

OTHER DEPARTMENTS AFFECTED:

BOARD/COMMITTEE: City Personnel Board

All

APPLICANT:

REASON FOR LEGISLATION:

In 2004 language related to 'M' range employees was moved to Chapter 2.78 "Management Compensation" of the Lincoln Municipal Code. This restores Chapter 2.78 to be applicable only to the 'DSS' pay range, which includes City Directors and Administrative Aides to the Mayor, and moves all language regarding 'M' range employees back to Chapter 2.76.

DISCUSSION

2.76 – Table of Contents – Personnel System

Adds the reference to Section 2.76.160 – Compensation Plan & Variable Merit Pay Plan–M Pay Ranges to the Table of Contents for the Personnel System portion of the Lincoln Municipal Code. This section was deleted in 2004 when language related to 'M' range employees was moved to Chapter 2.78 of the Lincoln Municipal Code. This restores Chapter 2.78 to be applicable only to the 'DSS' pay range, which includes City Directors and Administrative Aides to the Mayor.

2.76.155 – Compensation Plan; Longevity Pay

Moving the Longevity Pay section for 'M' pay ranges from Section 2.78.027 of the Lincoln Municipal Code to Section 2.76.155. There are no changes being made to the longevity amounts for 'M' employees. Longevity section was moved into Chapter 2.78 in 2004, and at this time we want to move all 'M' related items back to Chapter 2.76. This restores Chapter 2.78 to be applicable only to the 'DSS' pay range, which includes City Directors and Administrative Aides to the Mayor.

2.76.160 – Compensation Plan & Variable Merit Pay–M Pay Ranges

Moving the Variable Merit Pay Plan for 'M' pay ranges from Section 2.78.025 of the Lincoln Municipal Code to Section 2.76.160. There are no changes being made to the Variable Merit plan for 'M' employees. Variable Merit section was moved into Chapter 2.78 in 2004, and at this time we want to move all 'M' related items back to Chapter 2.76. This restores Chapter 2.78 to be applicable only to the 'DSS' pay range, which includes City Directors and Administrative Aides to the Mayor.

2.76.395 – Vacation Leave with Pay

Moving the Vacation Leave with Pay for 'M' pay ranges from Section 2.78.020 of the Lincoln Municipal Code. Vacation Leave with Pay was moved into Chapter 2.78 in 2004, and at this time we want to move all 'M' related items back to Chapter 2.76. The 'M' union agreed in their 2012-2014 labor contract to change vacation to an accrual system from the current method of receiving a lump sum of vacation at the beginning of each calendar year. Effective January 2, 2014, all 'M' employees will begin to accrue on a factored hourly equivalent based on their years of service. All other minor changes to this section are due to the addition of the 'M' related language. This restores Chapter 2.78 to be applicable only to the 'DSS' pay range, which includes City Directors and Administrative Aides to the Mayor.

FACT SHEET PREPARED BY: Doug McDaniel

REVIEWED BY: